

Equality Impact Assessment

Section 1: Identifying details

Your function, service area and team: **Homelessness and Housing Management**

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: Extension of the 2 Citizens Advice Bureau's (CAB) Debt Advisors Service

Officer completing the EqlA: Roger Wilson Tel:01992 564419

Date of completing the assessment: 25 September 2017


Section 2: Policy to be analysed

2.1	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>No</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>To provide a debt advice service through the CAB in order to assist the Council in preventing homelessness and keeping rent arrears under control.</p> <p>What outcome(s) are you hoping to achieve (i.e. decommissioning or commissioning a service)?</p> <p>To supplement services already provided by the Council with expert debt advice to local residents.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p>Yes, service users will benefit from the extension, it will also assist the Council's busy Homelessness Prevention Team as they will be able to refer cases and the service will assist vulnerable groups of people threatened with homelessness</p> <p>Will the policy or decision influence how organisations operate?</p> <p>Yes, the service will assist the Council but also other agencies who may not need to provide support to vulnerable groups if their debts are managed and controlled at an early stage.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>The 2 posts have been funded for the last three years with no increased funding being requested.</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>The 2 Advisors play an important role in the Council delivering the services set out in its Homelessness Strategy which is a document required by statute.</p>

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.0 Reference Material

 <p>ONS Data for Epping.xlsx</p>	<p>Age / Dependents / Disability <u>Homeless (Statutory) 2017</u></p> <ul style="list-style-type: none"> Total as of 31 March 2017 (all age ranges) 116 – Temporary accommodation 31 - B&B 45 – Hostel 40 – Other <p><u>Population Density</u></p> <ul style="list-style-type: none"> Essex No. of persons per hectare 3.7% (124,659) East of England - 3.1% (5,846,965.) England – 4.1 % (53,012,456.) 																														
<p>EFDC Home Energy Conservation Act 1995 - progress report 2017</p>	<p>Age / Dependents / Disability <u>Number of fuel poor households and residents in Essex</u></p> <table border="1"> <thead> <tr> <th>County / LA</th> <th>Est no. of households</th> <th>Est no. of fuel poor</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Essex</td> <td>59,7510</td> <td>44,726</td> <td>7.5</td> </tr> <tr> <td>Epping Forest</td> <td>53,459</td> <td>4,185</td> <td>7.8</td> </tr> </tbody> </table> <p>Epping Forest District residents are experiencing more fuel poverty than across Essex</p>	County / LA	Est no. of households	Est no. of fuel poor	%	Essex	59,7510	44,726	7.5	Epping Forest	53,459	4,185	7.8																		
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<p>CAB statistics</p>	<p>Race The CAB compiled the following statistics of the 112 clients that attended their service during the 5 month period in the report in relation to debt advice: -</p> <p><u>Ethnicity</u></p> <table border="1"> <tbody> <tr><td>Asian or Asian British – Bangladeshi</td><td>0.9%</td></tr> <tr><td>Asian or Asian British – Chinese</td><td>0.9%</td></tr> <tr><td>Asian or Asian British – Other</td><td>0.9%</td></tr> <tr><td>Asian or Asian British – Pakistani</td><td>1.8%</td></tr> <tr><td>Black or Black British – African</td><td>2.7%</td></tr> <tr><td>Black or Black British - Caribbean</td><td>2.7%</td></tr> <tr><td>Mixed – Other</td><td>0.9%</td></tr> <tr><td>Mixed White & Black African</td><td>0.9%</td></tr> <tr><td>Mixed White & Black Caribbean</td><td>0.9%</td></tr> <tr><td>Other – any other</td><td>1.8%</td></tr> <tr><td>Unknown / declined to reply</td><td>7.1%</td></tr> <tr><td>White – British</td><td>71.3%</td></tr> <tr><td>White - English</td><td>0.9%</td></tr> <tr><td>White – Gypsy or Irish Traveller</td><td>0.9%</td></tr> <tr><td>White - Other</td><td>5.4%</td></tr> </tbody> </table>	Asian or Asian British – Bangladeshi	0.9%	Asian or Asian British – Chinese	0.9%	Asian or Asian British – Other	0.9%	Asian or Asian British – Pakistani	1.8%	Black or Black British – African	2.7%	Black or Black British - Caribbean	2.7%	Mixed – Other	0.9%	Mixed White & Black African	0.9%	Mixed White & Black Caribbean	0.9%	Other – any other	1.8%	Unknown / declined to reply	7.1%	White – British	71.3%	White - English	0.9%	White – Gypsy or Irish Traveller	0.9%	White - Other	5.4%
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<p>Local Authority District - Indices of Deprivation via www.gov.uk Mental Health JSNA</p>	<p>Mental Health JSNA Page 29</p> <p><u>Deprivation and Poverty</u></p> <p>Deprivation can often be an indicator of mental health need as it is related to many associated risks (housing, employment, poverty). Some of the most deprived and affluent areas of England are located in Essex.</p> <p><u>Index of Multiple Deprivation (IMD)</u></p> <ul style="list-style-type: none"> • Essex 2015 IMD is 17.2% compared to 21.8% nationally. • Epping Forest – 15.263 • Harlow – 23.558 • Tendring – 28.445 • Brentwood – 9.881 <p><u>Mental Health JSNA Page 31</u></p> <p>“...70% of people accessing homelessness services have a mental health problem. Many of these people do not receive the support they need to overcome their mental health and substance misuse problems.”</p> <p>Within this document it states:-</p> <p><i>“a survey of 152 homeless people in Essex..” “..the majority suffered from stress, anxiety or depressions. 84% of participants experienced at least 1 of these and 63% experienced all three.”</i></p> <p>Nearly half reported using drugs and alcohol as coping mechanisms. Approx. 41% had been diagnosed with a mental health condition (0.7% of the Essex population is on a GP Mental Health Conditions Register). Approx. 1 third with mental health issues are currently receiving support.</p>
<p>The Flexible Homelessness Support Grant EIA provides further information of the equality information collated related to Homelessness.</p>	

<p>3.1</p>	<p>What does the information tell you about those groups identified?</p> <p>Additional support provided to clients in relation to the management of their financial affairs especially preventing and managing debt can help to reduce homelessness in the area.</p>
<p>3.2</p>	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>Not consulted</p>
<p>3.3</p>	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p>Not necessary, considered that the service is of value regardless of any consultation outcome as this is already proven by the statistical information set out in the report.</p>

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	Positive <ul style="list-style-type: none"> • Providing additional resources to the CAB can help to prevent and reduce <ul style="list-style-type: none"> ○ Debt which can result in homelessness; ○ Financial stress which can have a detrimental impact both on physical and mental well-being; ○ Fuel poverty: 7.8% of the district is experience fuel poverty. The district has an ageing population, whom will be more susceptible to feeling the cold. 	H
Disability		H
Pregnancy/maternity/dependents		H
Race		n/a
Marriage/civil partnership		H
Gender	No data located	n/a
Gender reassignment		n/a
Religion/belief		n/a
Sexual orientation		n/a

Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If 'YES', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.

Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.
None	N/A	N/A

Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Assistant Director of Service: R Wilson	Date: 25 September 2017
Signature of person completing the EqIA: M. Masterson	Date: 25 September 2017

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.